



# PM AND OTHER POST UTILIZATION TASKFORCE

Thomasine L. Coleman  
Taskforce Facilitator  
Proponency Officer, Contracting  
ACQUISITION SUPPORT CENTER



07/31/03 Page 2

## **PURPOSE**

- ✓ Define and Assess Factors Impacting the Low Selection Rate of Civilian PMs.
- ✓ Recommend Professional Opportunities/Options for Rotating PMs and SSC/LLT When Training Completed.
- ✓ Develop a Comprehensive Set of Reforms and Corrective Actions.
- ✓ Establish and Implement Plans by the Proponents.

## **STRATEGY**

### **✓ TWO SENSING SESSIONS**

- 1. Current and Former PMs**
- 2. DA Staff and OSD**

ACQUISITION SUPPORT CENTER (ASC)

MANPOWER AND RESERVE AFFAIRS (M&RA)

US TOTAL ARMY PERSONNEL COMMAND

### **✓ ROOT-CAUSE ANALYSES**

- 1. Factor Elimination**
- 2. Consolidation and Groupings**

## **ROOT-CAUSE ANALYSES AND SUMMARY**

### **Eight (8) Major Categories**

- ✓ **Leadership**
- ✓ **Career Model for PMs**
- ✓ **Post-Utilization**
- ✓ **Personnel/Policy Procedures**
- ✓ **Training**
- ✓ **Environment**
- ✓ **Incentives**
- ✓ **Selection Boards**



## **RECOMMENDATIONS/OPTIONS/SOLUTIONS**

- ✓ **Leadership: “Tell It Like It Is”**
- ✓ **PM Post-Utilization: Recommended Options**
  1. ICAF Priority
  2. Another Position with Army etc.
  3. Return Rights to Previous Organization (Approved: April 16, 2003 )
  4. DDACM/AMB Solicit Organizations for Possible Vacancies.
  5. (Proposed) DAU Fellowship Program:
- ✓ **Personnel Policies/Procedures**
  1. PPP- Elimination of Retroactive Clearance
  2. Army Spouses Placement

## **RECOMMENDATIONS/OPTIONS/SOLUTIONS**

### ✓ **TRAINING**

1. PM Handbook
2. Networking/Training Sessions

### ✓ **ENVIRONMENT**

1. Sponsorship Program
2. Lapel Pins

### ✓ **INCENTIVES**

1. Relocation Bonus
2. Bonus Pay

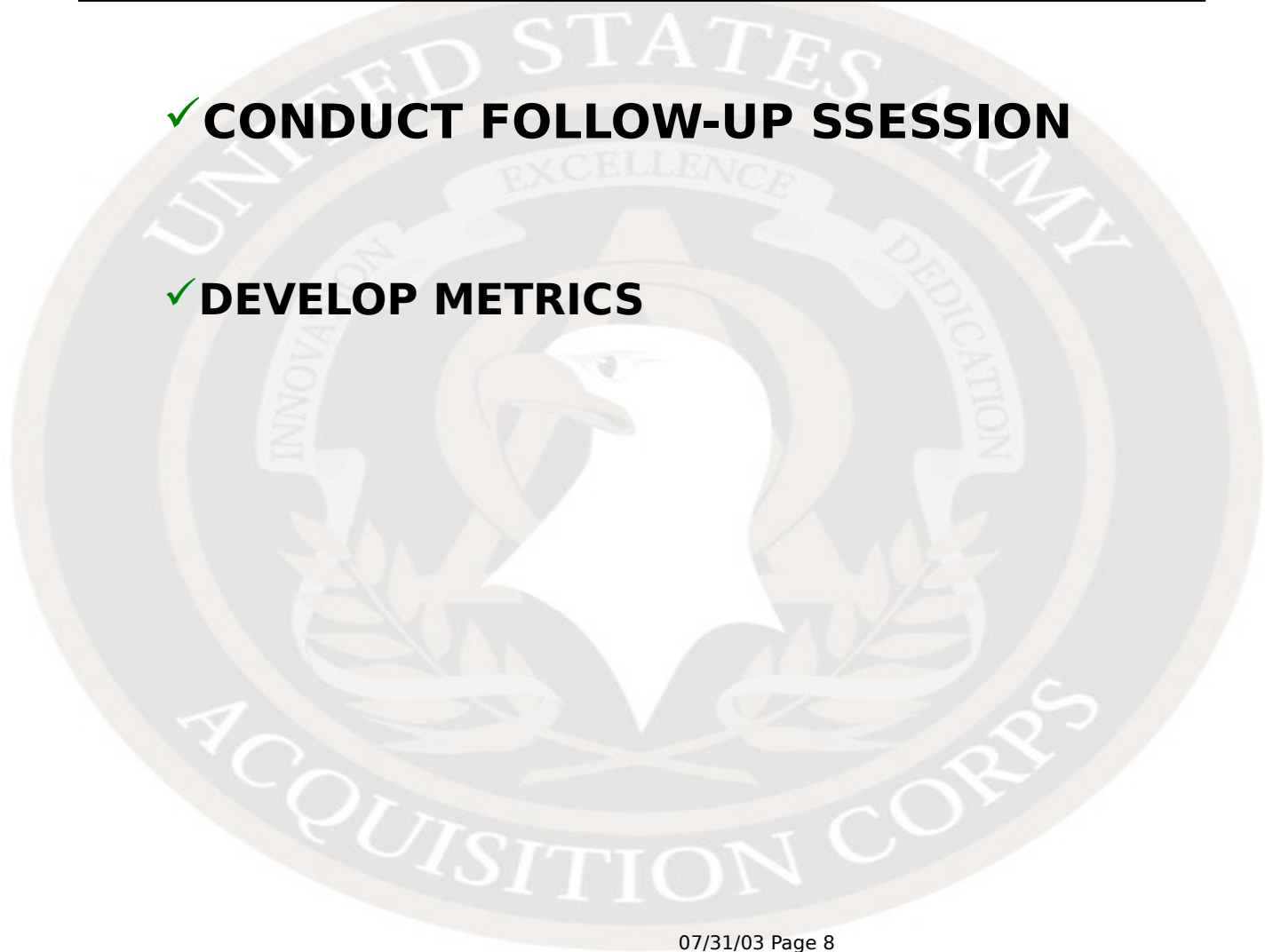
### ✓ **SELECTION BOARDS**

1. Evaluation of Packages
2. Revised Briefing to the Board

**RECOMMENDATIONS/OPTIONS/SOLUTIONS**

✓ **CONDUCT FOLLOW-UP SSESSION**

✓ **DEVELOP METRICS**





The background of the slide features a large, faint, circular seal of the United States Army Acquisition Corps. The seal contains the text "UNITED STATES ARMY" at the top and "ACQUISITION CORPS" at the bottom. In the center, there is a shield with a star and the word "EXCELLENCE" above it. The words "PLANNING" and "ACQUISITION" are also visible on the sides of the seal.

**BON APETITE**